



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, 130th ENGINEER BRIGADE
UNIT 20193 BOX 0044
APO AE 09165-0044

AETV-EB-CDR (600-20)

13 June 2002

MEMORANDUM FOR All Personnel, 130th Engineer Brigade

SUBJECT: Brigade Policy Letter #2 Prevention of Sexual Harassment

1. It is my policy that soldiers, family members, and civilian employees assigned or attached to the 130th Engineer Brigade work in an environment free of sexual harassment. Sexual harassment lowers soldier and civilian morale and interferes with the accomplishment of the Brigade's missions. Sexual harassment **will not be tolerated** in this command.
2. Sexual harassment applies to anyone influenced by a soldier or civilian employee in a leadership, supervisory, or command position. I define sexual harassment as a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when--
 - a. Submission or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's job, pay, or career; or
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
 - c. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
3. Sexual harassment is not limited to the workplace, it can happen anywhere. Sexual harassment violates acceptable standards of integrity required of all Army personnel.
4. I expect all personnel to earnestly support this policy and to work diligently to eliminate sexual harassment from all areas where 130th Engineer Brigade members live and work.
5. **SAPPERS IN!**

GREGG F. MARTIN
COL, EN
Commanding